

DIVERSITY COUNCIL MINUTES: MAY 14, 2009

The regular monthly meeting of the Diversity Council was held on Thursday, May 14, 2009, in the Knudsen Training Room, located on the first floor of the Jessie Parker Building in Des Moines, Iowa. The meeting was called to order by Chair Preston Daniels at 2:38 p.m.

MEMBERS PRESENT

Nancy Berggren, Department of Administrative Services – Human Resources Enterprise (DAS-HRE)
Preston Daniels, Department of Human Rights, Chair
Renee Hardman, Bankers Trust, Co-Chair
Reginald Jackson, Wells Fargo Bank, N.A.
Robin Jenkins, DAS-HRE
Miguel Moreno, Department of Transportation
Alba Perez, Greater Des Moines Partnership
Ralph Rosenberg, Iowa Civil Rights Commission
Jonathan Thorup, Department of Public Safety
Miriam Tyson, Iowa Department of Economic Development (IDED)
Dinh VanLo, Tai Village, Inc.
Ray Walton, Department of Administrative Services (DAS)

MEMBER PRESENT VIA CONFERENCE CALL

Shirley Hicks, Iowa School for the Deaf, Retired

MEMBERS ABSENT

Jim Larew, Governor's Office (IGOV)
Stephen Wooderson, Iowa Vocational Rehabilitation Services (IVRS)

DESIGNEE Syeta Glanton, IGOV, for Jim Larew

OTHER ATTENDEES

Susan Churchill, DAS-HRE, responsible for taking meeting minutes
Beverly Couch, IDED
Katie Ervin Carlson, Concerned Citizen
Jesus Estrada, DAS-HRE
Mary Ann Hills, DAS-HRE
Tereasa Jefferson, Iowa Workforce Development
Minnie Mallard, Department of Elder Affairs
Venise McCown, IVRS
Mick Mulhern, DPS
Matt Oetker, Attorney General's Office
Bill West, DAS-HRE
Others may have been present who did not sign in.

AGENDA ITEMS

- I. Opening Remarks – Preston Daniels.
 - A. The Governor's Office received two complaints from employees who objected to the use of the "N" word in reference to African-Americans in the film presented during the diversity training course.
 1. Preston Daniels recommended to the Governor's Office that trainers provide a verbal disclaimer about explicit language and provide employees the opportunity to step out of the room during the film.
 2. Preston Daniels will meet with the two women who were offended.
 - B. Preston Daniels will be working with the Department of Administrative Services (DAS) and the Department of Management (DOM) to plan a one- to two-day retreat/strategic planning session for Council Members.
 1. The goal is to have a participation rate of 100 percent.
 2. DAS and DOM will try to find dates that work for all Council Members.
- II. Review and Approval of Minutes of April 9, 2009.
 - A. Two corrections were requested:
 1. The Public Comment portion of the meeting was inadvertently omitted.
 2. Renee Hardman asked that her comments regarding the Council's recommendations for the *Report to the Governor* be added to the minutes.
 - B. The minutes were approved with the above corrections.
- III. New Business – Syeta Glanton stated that Governor Culver will be appointing someone to the Diversity Council, most likely from the public sector, to succeed Walter Reed.
- IV. Subcommittee Reports
 - A. Report to the Governor – Miriam Tyson reviewed the first draft of the report with Council Members.
 1. The Report to the Governor Subcommittee used the format of last year's report and updated it with the accomplishments of each subcommittee during FY 2009.
 2. The report also includes a list of recommendations for Governor Culver.
 3. Following a discussion of the recommendations, Miriam Tyson stated that she would incorporate the Council's comments and suggestions into the final draft, which will be distributed prior to the next meeting.
 4. The Council decided that it would like to meet with Governor Culver about the recommendations.
 - a. Syeta Glanton suggested that the Chair and Vice-Chair should request a meeting with the Governor, as opposed to requesting a meeting with the entire Council.
 - b. The Council decided to request this meeting in the cover letter that will accompany the report.
 - B. Public Forum – Jesus Estrada spoke on behalf of the Subcommittee.
 1. The forum is being tentatively planned for July or August 2009 in Ames from 4:30 p.m. – 6:30 p.m.
 2. The Subcommittee is going to try to have someone come to the next meeting to discuss study circles and how they relate to the public forum.
 - C. Due to time constraints, the reports from the following Subcommittees were not discussed:
 1. Diversity Training for the Entire State Workforce
 2. Diversity Plans
 3. Referral System
 4. Best Practices
 5. Persons with Disabilities

- V. Diversity and State Services – Due to time constraints, this topic was not discussed.
- VI. Public Comment – Venise McCown, Iowa Vocational Rehabilitation (IVRS), had two questions:
 - A. Is the Council working with IVRS to hire persons with disabilities? Answer: yes.
 - B. Is it possible to provide a list of job openings to the clients of IVRS *before* they are open to the public?
 - 1. Ralph Rosenberg stated that this could not be done for legal reasons.
 - 2. Robin Jenkins stated that DAS could make sure that IVRS receives all *published* job listings to distribute to clients.

AGENDA ITEMS FOR NEXT MEETING

- I. New Business
- II. Subcommittee Reports
- III. Diversity and State Services
- IV. Public Comment

ADJOURNMENT

Meeting adjourned at 4:47 p.m. The next regular meeting will be held on Thursday, June 11, from 2:30 p.m. – 4:30 p.m. in the Knudsen Training Room, located on the first floor of the Jessie Parker Building, 510 East 12th Street, Des Moines, IA.